VISION

Implement a demand-driven, sector-based strategy, based on Brookings Industry clusters, to meet employer demand and establish a pipeline of skilled workers for future demand.

GOALS

1. Employers are provided the workforce they need to thrive and compete.
2. Job Seekers are connected to, and prepared for, quality employment opportunities.
3. Rhode Island’s economy is powered by a workforce development system that is a true asset to employers.

WHY WE INVEST IN DEMAND-DRIVEN PROGRAMMING

<table>
<thead>
<tr>
<th>WHAT ARE WE INVESTING IN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incumbent Worker Training</td>
</tr>
</tbody>
</table>

36%

Of employers surveyed identified 'increasing investments in training' as a top strategy to address difficulties in hiring.

45%

Of participating businesses were in the manufacturing industry.

WHAT ARE WE INVESTING IN

<table>
<thead>
<tr>
<th>Impact of Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality</td>
</tr>
<tr>
<td>7.5</td>
</tr>
</tbody>
</table>

Up to $45,000 in matching funds awarded to employers to upskill current workforce and increase competitiveness and productivity of RI businesses.

ARE WE MAKING PROGRESS

<table>
<thead>
<tr>
<th>Completed Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
</tr>
<tr>
<td>96%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Wage Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
</tr>
<tr>
<td>48%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Promotions</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
</tr>
<tr>
<td>68%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
</tr>
<tr>
<td>77%</td>
</tr>
</tbody>
</table>

*20% of FY16 grants and 91% of FY17 grants are still in progress.
64% of RJRI participants were employed after completing training (New Hires Only)

84% of surveyed employers participating in an industry partnership reported significant increases in productivity.

- Convenes industry employers, stakeholders and groups in partnerships that build alliances to address business workforce demands
- Ensures Rhode Island employers have the talent they need to compete and grow
- Provides targeted education and skills training for Rhode Island workers.

$6.64M Total Demand-Driven Funding
$4.9M Funds Spent

$3.36M Funds Spent
51% of Total Funds

1,678 Participants Trained
40% of Target

241 Job Placements
40% of Target
*Not applicable for IWTG

63 Credentials
5% of Target
*Does not include RJRI participants

Outcomes

247 Currently in Training
$4350 Cost-per Participant

Completed Training: 51% still in training
Job Placements: 40%

1 Governor’s Workforce Board Rhode Island. FY16-17 Biennial Employment and Training Plan. November 2014.
**VISION**

Advance a career pathway strategy to provide employment, education, training and support services for individuals, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job at various points in their life.

**GOALS**

1. Adults seeking increased education and jobs can easily find and connect to a continuum of training, education, work experience, and supportive services.
2. Youth and young adults have access to career awareness and exposure, workbased learning experiences, and job-specific technical skills before graduating from high school.

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**WHY WE INVEST IN CAREER PATHWAYS**

**WHAT ARE WE INVESTING IN**

- Career Exploration
- Work Readiness Training
- Summer Work Experiences and Employment

**ARE WE MAKING PROGRESS**

![Progress made as % of Targets](FY2017 MID-YEAR REPORT: BUILDING CAREER PATHWAYS FOR YOUTH AND ADULTS)

<table>
<thead>
<tr>
<th>Job Placements</th>
<th>Work Experiences</th>
<th>Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16 105%</td>
<td>FY16 99%</td>
<td>FY16 131%</td>
</tr>
<tr>
<td>FY17 43%</td>
<td>FY17 75%</td>
<td>FY17 102%</td>
</tr>
</tbody>
</table>

---

**REMAINDER OF TARGETS**

**Progress made as % of Targets**

**Remaining of Targets**

<table>
<thead>
<tr>
<th>Adult Education</th>
<th>Youth Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>- H.S. Equivalency</td>
<td>RI youth unemployment rate is <strong>more than double</strong> statewide rate (5% as of Dec. 2016)²</td>
</tr>
<tr>
<td>- ESL</td>
<td>Of RI high school graduates received career awareness, industry-recognized training, and credentials through the completion of a CTE program²</td>
</tr>
<tr>
<td>- Remedial Math &amp; Literacy</td>
<td>- Career Exploration</td>
</tr>
<tr>
<td>- Computer Skills</td>
<td>- Work Readiness Training</td>
</tr>
<tr>
<td>- Career &amp; College Advising</td>
<td>- Summer Work Experiences and Employment</td>
</tr>
</tbody>
</table>

| 25%            | 27%               |
| RI has the **highest percentage** of adults without a High School diploma in New England³ | Of RI high school graduates received career awareness, industry-recognized training, and credentials through the completion of a CTE program² |

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**FY2017 MID-YEAR REPORT: BUILDING CAREER PATHWAYS FOR YOUTH AND ADULTS**

FY16 FY17

<table>
<thead>
<tr>
<th>Job Placements</th>
<th>Work Experiences</th>
<th>*Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16 113%</td>
<td>FY16 105%</td>
<td>FY16 109%</td>
</tr>
<tr>
<td>FY17 39%</td>
<td>FY17 31%</td>
<td>FY17 49%</td>
</tr>
</tbody>
</table>

*Does not include HS Credentials
### Workforce Innovation Grants

| 59% | Employers that identified the lack of job-specific technical skills as the most significant barrier to fill middle-skill positions.  
70% | Jobs that will require a post-secondary degree or certification by 2025. Fewer than 40% of Rhode Islanders have such a credential.  
- Partnerships between education & training providers  
- Work-readiness training  
- Occupational skills credentials  
- Experiential learning  
- 50% wage subsidy  
- Paid internships or work experiences  
- RI college student or recent graduates  
- Career and Tech students  
- Unemployed adults  
- 25% Employer Retention Bonus |

### Work Immersion (as of 2/2/17)

| $52K | The starting salary of a college graduate that has participated in a paid internship is $15,000 more than a graduate who did not ($37,000).  
51% | Of Unemployed Work Immersion participants were permanently hired by their work experience employer  
- 50% wage subsidy  
- Paid internships or work experiences  
- RI college student or recent graduates  
- Career and Tech students  
- Unemployed adults  
- 25% Employer Retention Bonus  
- Partnerships between education & training providers  
- Work-readiness training  
- Occupational skills credentials  
- Experiential learning |

### FY2017 Funding

| $8.4M | Total Career Pathways Funding  
$1.2 M | Work Immersion  
$1.7 M | WIGs  
$2.0 M | Youth Initiatives  
$3.5 M | Adult Ed  
|---|---|---|---|---|
| Remaining Funds | $481,807 | $1,182,495 | $520,000 | $2,611,592  
| Funds Spent | $722,710 | $525,122 | $1,480,000 | $888,408 |

### CAREER PATHWAYS STAT SUMMARY

| $3.6M | Funds Spent  
43% of Total Funds  
435 | Job Placements  
26% of Target  
1,789 | Work Experiences  
52% of Target  
2,147 | Credentials  
66% of Target |

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2 Governor Gina Raimondo, Commissioner Ken Wagner. The Path to Career Readiness: Rhode Island New Skills for Youth Phase II Presentation. November 2016.  
3 Governor’s Workforce Board Rhode Island. FY16-17 Biennial Employment and Training Plan. November 2014.  
4 Governor’s Workforce Board Rhode Island. FY18-19 Biennial Employment and Training Plan, January 2017.  
6 Governor’s Workforce Board Rhode Island. FY16-17 Biennial Employment and Training Plan, November 2014.  
7 Carnevale, Melton, Price, Smith. Georgetown University, Center on Education and the Workforce, McCormick School of Public Policy. Learning While Earning: The New Normal. October 2015.  

*Work Immersion funds include General Revenue.